



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Association of Professional Engineers, Scientists and  
Managers, Australia**

**v**

**Centennial Mandalong Pty Limited  
(B2024/1085)**

**9 September 2024**

# 1. Ballot Result

Total Eligible Voters: 54  
Total Participated: 50

50 out of 54 have answered all questions 92.6%

Final Ballot Audit: Monday, 9 September 2024 at 12.05pm AWST

*Diagram 1: Final Vote Participation*

**Association Of Professional Engineers, Scientists And Managers  
Australia Protected Action Ballot (B2024/1085)**  
Voters: 54  
Total Participated: 50 (92.6%)

## 2. CiVS Independence Declaration

The Association of Professional Engineers, Scientists and Managers Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Association of Professional Engineers, Scientists and Managers Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



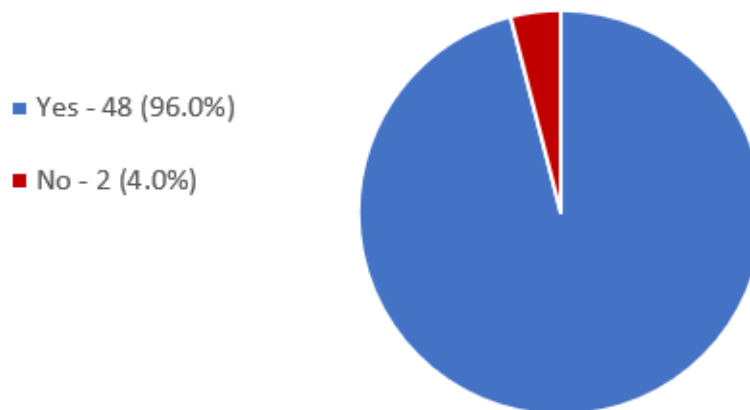
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

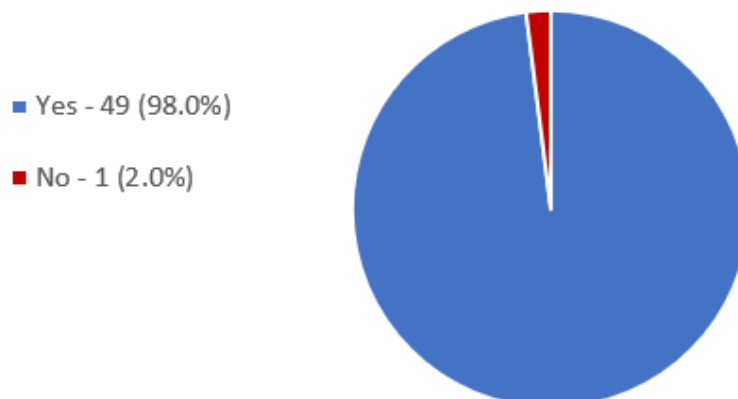
1. An unlimited number of stoppages of work (including consecutive stoppages of work) of up to two (2) hours in duration?



#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

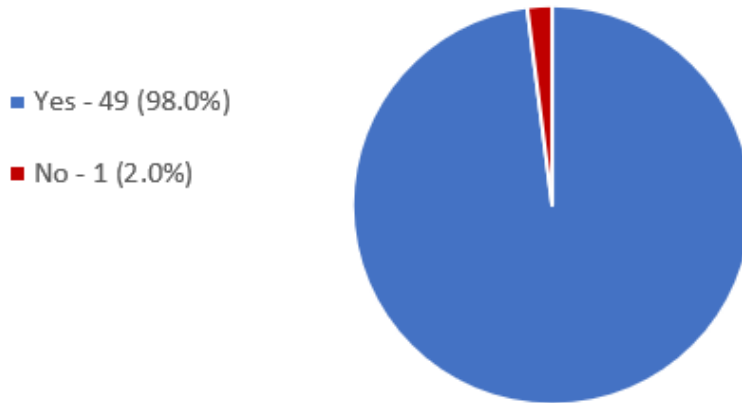
2. An unlimited number of stoppages of work (including consecutive stoppages of work) of up to twenty-four (24) hours in duration?



### Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

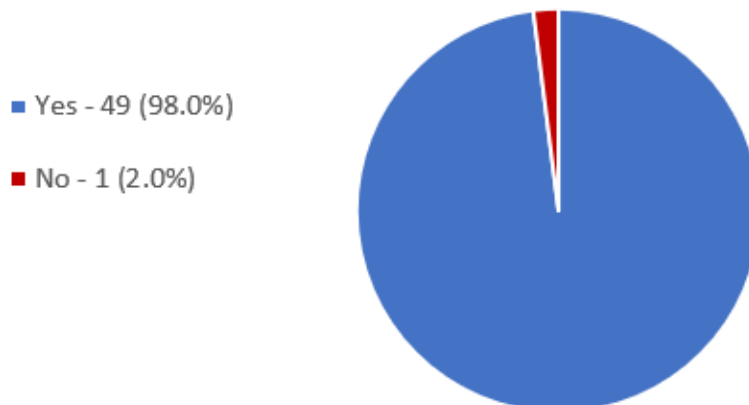
3. An unlimited number of stoppages of work (including consecutive stoppages of work) of a shift length in duration?



### Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of indefinite bans (including consecutive bans) on the working of non-rostered overtime?



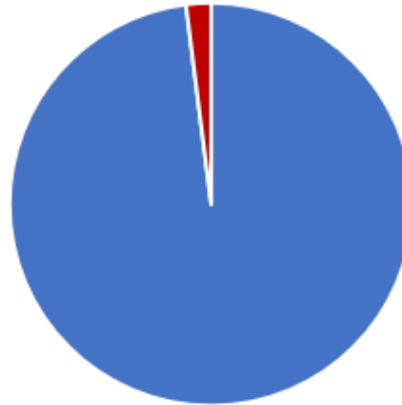
## Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of bans (including consecutive bans) on performing work or being engaged in other roles on temporary assignments?

■ Yes - 49 (98.0%)

■ No - 1 (2.0%)



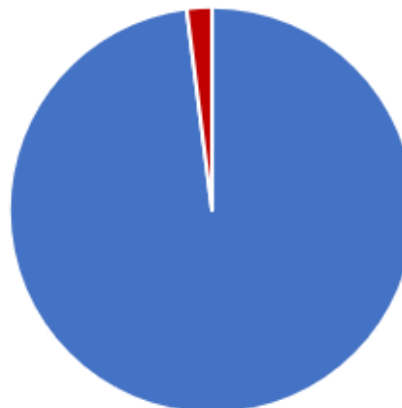
## Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of indefinite bans (including consecutive bans) on 'stepping up' or performing higher duties?

■ Yes - 49 (98.0%)

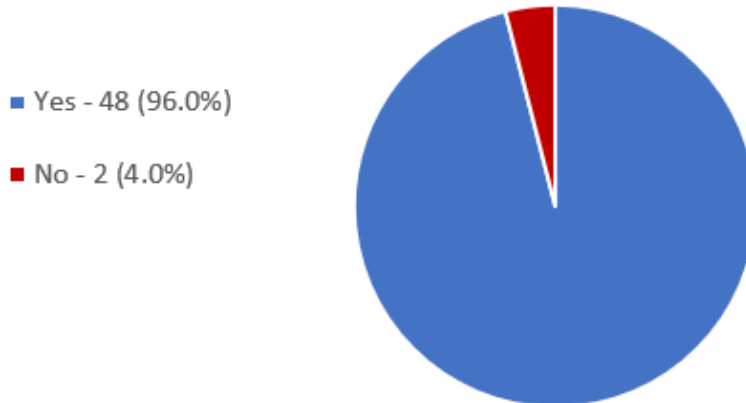
■ No - 1 (2.0%)



## Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

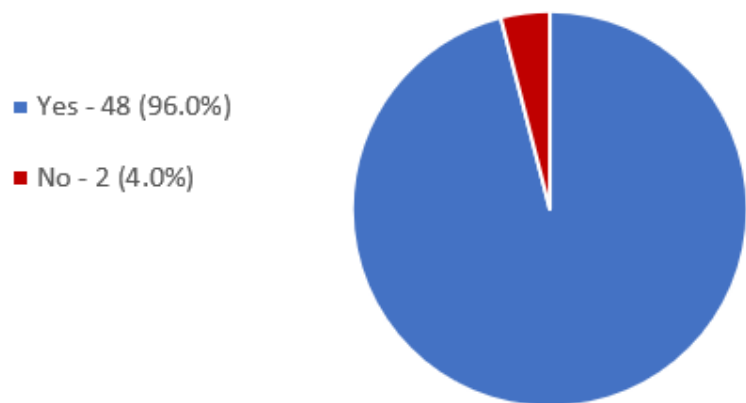
7. An unlimited number of indefinite bans (including consecutive bans) on performing work resulting in excess of 8 development metres cut per shift per continuous miner.



## Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

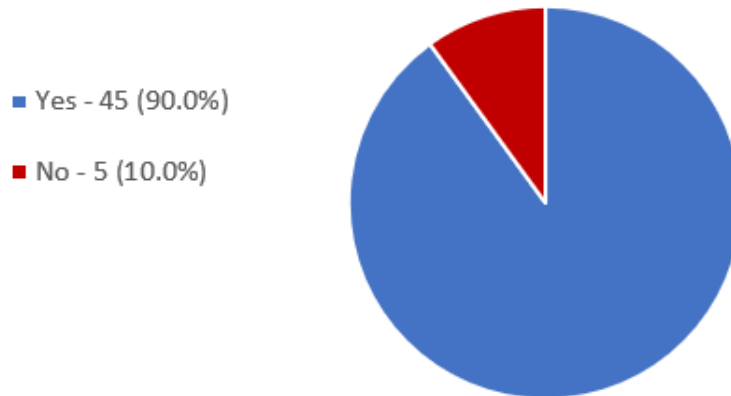
8. An unlimited number of indefinite bans (including consecutive bans) on performing work resulting in excess of 4 longwall shears cut per shift.



## Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

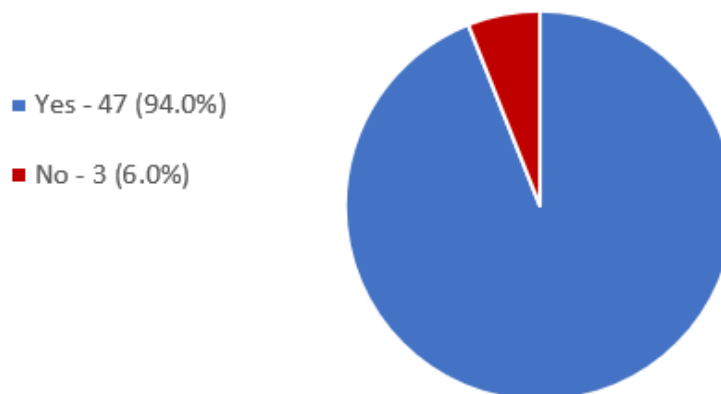
9. An unlimited number of indefinite bans (including consecutive bans) on being transported in seam by underground man transports.



## Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of indefinite bans (including consecutive bans) on undertaking production or shift reports.





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